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Executive Registry

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15 MAR 1982

MEMORANDUM FOR: Executive Director

FROM : James N. Glerum  
Director of Personnel

SUBJECT : NIC/DDI/E Career Service SIS Matters

REFERENCE : Memorandum to D/NFAC and Chairman/NIC from DDCI,  
dated 15 September 1981; Subj: Transfer of NIC  
to DCI Area

1. Referent memorandum formally transferred the National Intelligence Council (NIC) from NFAC (now the DDI) to the DCI Area. Although the Office of Personnel has had some earlier conversations with representatives of the then-NFAC on the matter of SIS ceiling and headroom as they were affected by the NIC, no formal review has been conducted until now. Our present review was precipitated by proposed personnel actions on nine SIS officers, changing their Career Service designation from DDI to E Career Service. We are holding those actions pending your review of the information reported herein.

2. Referring to the attachment:

a. At lines a., you will see the current SIS position ceiling, on-duty, and headroom for the I and E Career Services. The I Career Service headroom is zero, the E Career Service is minus one.

b. If we process the nine changes of Career Service, the I Service will lose nine from their on-duty strength, the E Career Service gains nine. As shown on lines b., no change occurs in available headroom.

c. There are ☐ SIS positions in the NIC. To fully implement the decision in the referent memorandum, these ☐ positions theoretically should be transferred from the I to the E Career Service. You will see from lines c., in the attached, that such a transfer has a dramatic effect on both services: the minus headroom in the I Service becomes eight, the E Service changes from a minus one to a plus ten.

25X1

25X1

25X1

d. With the transfer of the [ ] positions, the conversion of nine officers from I to E has no effect on the headroom, as shown on lines d. 25X1

3. The data in the attachment shown under the column headed SIS Ceiling are a result of establishing SIS ceiling at [ ] of SIS positions. This is the ratio used to determine the current allocation of the Agency-wide ceiling of [ ] to all of the Career Services and it would seem only equitable to apply this formula when effecting the transfer of the NIC from the I Service to the E Service. To do otherwise, i.e., to transfer [ ] SIS ceiling with the [ ] NIC positions would reduce the DDI's headroom by an additional three. 25X1

4. We are not aware of all the reasoning behind the current requests for a change of Career Service. If this decision is to stand, the E Career Service could have difficulty in the future in finding assignments for NIC officers no longer suited for or who no longer desire to remain in their NIC assignment. It would be more equitable to the officers concerned, as well as to the E Career Service, to allow these officers to retain their I designation and to treat them as being on rotational assignment to the NIC.

5. Although the E Career Service appears to benefit by increased headroom in the short run, the headroom would disappear if the NIC is allowed to hire or promote to their full level of [ ] SIS positions. In view of the value placed on the NIC by the Director, we always have the DCI Reserve to tap in the event SIS ceiling for the NIC should be needed in the future. The DCI Reserve also could be used to alleviate the I Career Service lack of headroom, but this would exhaust the DCI Reserve and impair the Director's ability to hire individuals at the SIS level. 25X1

6. We are ready to implement fully the decision contained in the referent memorandum. We suggest, however, that the least disruptive action at this time would be to maintain the status quo and defer decision on the transfer of people and positions until you have had an opportunity to review our paper on the need for additional SIS ceiling. To the extent that the organizational transfer of NIC has been accomplished and appropriate command relationships have been established, we have complied with the DDCI's decision; therefore, a temporary delay in determining individual service designations, position service designations, and SIS ceiling allocations may be desirable until the decision to increase the Agency's SIS ceiling has been made.

6. We stand ready to discuss this with you at your convenience.

/s/ James N. Glerum

James N. Glerum

Attachment

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